

2023-2024 HCEA Job Satisfaction Survey

ASCEND ONE

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	8	10	2	10		30	60.0%	40.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	10	15	2	4		31	80.6%	19.4%
3) I personally feel successful in my work.	8	17	2	3	1	31	83.3%	16.7%
4) I feel involved in decision-making at my school/worksite.	8	17	2	3	1	31	83.3%	16.7%
5) I want to be involved in decision-making at my school/worksite.	15	13		1	2	31	96.6%	3.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	15	1	3		31	87.1%	12.9%
7) In my school/worksite, I am treated as a professional.	17	10	1	3		31	87.1%	12.9%
8) There is good teamwork among staff in my school/worksite.	16	13		1		30	96.7%	3.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	7	1	5	10	30	70.0%	30.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	11	15	2	3		31	83.9%	16.1%
11) My work performance is evaluated fairly.	14	13		2	2	31	93.1%	6.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	7	13	5	5	1	31	66.7%	33.3%
13) I am provided adequate work and storage space to prepare for and do my job.	11	13	1	5	1	31	80.0%	20.0%
14) My administrators/supervisors respect the negotiated contracts.	16	7	1	5	1	30	79.3%	20.7%
15) My planning time is respected by my school administrations/supervisors.	10	8		1	12	31	94.7%	5.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	3	6			22	31	100.0%	0.0%
17) In my school, student misbehavior interferes with learning.	5	4		4	18	31	69.2%	30.8%
18) Too much instructional time is spent administering assessments.	3	5		6	17	31	57.1%	42.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	4	15	4	6	2	31	65.5%	34.5%
20) Increased workload has contributed to a decline in my morale.	7	9	2	9	3	30	59.3%	40.7%
21) I am paid fairly.		15	10	6		31	48.4%	51.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	15	4	6	2	31	65.5%	34.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		10	7	10	1	28	37.0%	63.0%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	3	23		4		30	86.7%	13.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	14	3	9		30	60.0%	40.0%
26) In my position, I receive appropriate and adequate support and training.	8	17	1	5		31	80.6%	19.4%
27) During this current school year, I have experienced harassing behavior from colleagues.		2	20	8		30	6.7%	93.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	21	8		31	6.5%	93.5%
29) During this current school year, I have experienced harassing behavior from parents.	2	3	8	12	6	31	20.0%	80.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.			1	3	27	31	0.0%	100.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1			1	29	31	50.0%	50.0%
32) In my school/worksite, I spend too much time in meetings.	4	6	2	12	6	30	41.7%	58.3%
33) In my school, there is adequate support for special education students.	2	4	2	7	16	31	40.0%	60.0%